

WORKING DRAFT

Partners In Prosperity: The Connecticut Nonprofit Sector Impact in Building the Economy

Nonprofits play an exceptional and vital role in Connecticut's communities and in our state. The sector enriches community life, offers people a way to participate, stands up for underrepresented people, provides needed services, and pioneers solutions to social and economic problems.

Nonprofits promote the values and ideals that attract so many to Connecticut's quality of life, while also investing significant financial and human resources in communities throughout the state. Connecticut's nonprofit community is one of the most robust and vibrant in the country, playing a significant role in the state's reputation as a great place to live and raise a family. Nonprofits are key to our present and our future.

For example, Connecticut nonprofits:

- Support the growth of our future citizens and community leaders by investing in early care and education, and connecting youth to service and work opportunities;
- Promote economic development by counseling small businesses, providing education and job training, constructing housing and investing in community economic development;
- Inspire and nurture us through the arts, while contributing to the Creative Economy;
- Weave a strong safety net by providing physical and mental health services to those most in need;
- Protect the environment by preserving open space, fighting for clean air and water, and promoting sustainable development

Nonprofits in total employ 11% of the state's workforce. The nonprofit workforce is greater than many of the specific individual targeted employment clusters such as precision manufacturing, financial services, aerospace, etc. The nonprofit community is an underappreciated economic engine in the overall state economy. (See Department of Labor data on nonprofit employment in addendum.)

The public is somewhat aware of the jobs created in bioscience and neuroscience by our large private nonprofit research universities and hospitals – Yale University, Wesleyan University, Yale New Haven Hospital. What the public is not fully cognizant of are the employment opportunities nonprofits engender through a variety of other endeavors and initiatives. Some examples include:

1. Magnet Schools (Sheff v O'Neill) – Capitol Region Education Council
2. Youth Development & Employment – Our Piece of the Pie
3. Arts & Heritage – museums, music festivals, theaters - bringing tourism to Connecticut and supporting artists e.g. Greater Hartford Arts Council Arts Jobs
4. Charter Schools – Domus Foundation
5. Home Care Aides & Companions – Area Agencies on Aging & CT Community Care
6. Printing – American School For the Deaf
7. Furniture Making – Center For Human Development
8. Subsidized Internships for the Next Generation – Public Allies of CT
9. Assistive Technology – NEAT Center of Oak Hill
10. Community Farm To Table – Billings Forge Works, Holcomb Farm

11. Supportive & Affordable Housing – numerous nonprofit housing developers & human service agencies
12. Energy conservation & weatherization – community action agencies, Greater Bridgeport Community Enterprises
13. Integrated Entrepreneurial employment endeavors for individuals with & without disabilities in janitorial services, landscaping/groundskeeping, horticulture, food service, consignment retail, recycling/redemption, etc.

Much of the employment in the nonprofit sector is created through state, local & federal government investment for essential social & community needs. Governmental public policy initiatives and investments continue to create jobs:

1. youth with intellectual disabilities who leave home and become more independent community citizens
2. 16-17 year old youth that are no longer treated as adults by the criminal justice system
3. Community alternatives to incarceration & programs which divert individuals from prison & jail
4. Supportive housing which transitions individuals and families from homelessness, offers housing & hope to veterans and persons with mental illness & HIV/AIDS
5. In home health support which keeps elderly & persons with disabilities out of nursing care
6. foster & adoptive parents recruitment and support
7. Advocacy efforts resulting in clean energy – solar, wind, photovoltaic manufacturing
8. Adult education programs are increasing GED and industry certifications for previously low-literate adults to attend higher education offerings or gain employment.
9. Workforce programs are increasing the skills and job readiness of TANF and unemployed individuals to gain employment.

Jobs are also created through initiatives of the **private philanthropic sector** in early childhood education, job training & education, alternative energy, arts, heritage & tourism, and youth employment among others. Private philanthropy has made strategic investments to complement public funds as well as begun important new initiatives.

Unfortunately, many jobs created by nonprofits are low wage because the state has historically failed to fund nonprofits at a level to allow for more substantial wages. Most nonprofits seek philanthropic and private dollars to supplement state funds with the goal being to pay staff better and cover costs that the state does not. However, due to many years of underfunding with insufficient cost-of-living adjustments coupled with the continuously increasing operational costs, these supplemental dollars simply allow nonprofits to maintain low wages while attempting to cover the rising cost of healthcare.

The state must recognize the essential role that nonprofits play in both the economic and social well-being of Connecticut. A concerted effort must be made to adequately fund nonprofits so that sustainable jobs with a living-wage can be created. The state must also improve its contracting processes so that fewer state dollars are spent on administration and more money is available for program costs, including better employee wages and benefits.

Nonprofits in Connecticut are poised to partner with the state to offer solutions to priority needs and challenges, which in turn will expand nonprofit job growth.

AGING

Connecticut now has the the 3rd oldest population in the country. The State's 65 and older population is expected to grow 64 percent from 2006 to 2030. The demand for services in the next few decades will increase rapidly particularly since more of the older population wish to remain at home and avoid nursing

homes and assisted living. Many “aging in place” initiatives provide seniors with support services so they can stay in their own homes. The growth of related services for shopping, transportation, homemakers & companions, nursing, etc. can be expected. Nonprofits will be a major factor and force in providing these services. Neither Government nor Medicaid can meet all the demand.

ARTS, CULTURE & TOURISM

The New England Foundation for the Arts (NEFA) has released a new report, *New England's Creative Economy: Nonprofit Sector Impact* (2011), authored by the team of Planning Decisions, Inc., the Maine Center for Creativity, and Professor Charles Colgan, Ph.D. The new report demonstrates the economic impact of nonprofit arts & culture organizations in Connecticut and the region. While nonprofit arts and cultural organizations have a major commercial impact, this impact is far greater than economic to making Connecticut a better place to live and work.

Americans for the Arts has also made a compelling case for the importance of the arts in economic development. Connecticut has started in the direction of adopting a Creative Economy approach to economic development.

One National Endowment for the Arts project, “ArtPlace,” is capitalized with \$11.5 million in foundation grants plus \$12 million in corporate loans and “aims to integrate artists and arts groups into local efforts in transportation, housing, community development and job creation as an important tool of economic recovery.”

Several foundations are funding ArtPlace with grants that average \$350,000 apiece. Participating foundations include the Ford Foundation (with CEO Luis Ubinas also chairing the ArtPlace Presidents Council), the Andrew W. Mellon Foundation, the Rockefeller Foundation, Bloomberg Philanthropies, the James Irvine Foundation, the John S. and James L. Knight Foundation, the Kresge Foundation, the McKnight Foundation, and the Rasmuson Foundation. Providing the \$12 million in loans will be Bank of America, Citibank, Deutsche Bank, Chase, MetLife, and Morgan Stanley. Federal agencies at the table functioning as partners while purportedly spending no money, are, in addition to the Endowment (which is coordinating the effort), the Departments of Housing and Urban Development, Health and Human Services, Agriculture, Education, and Transportation. While some believe that money for the arts & tourism will not come through State or Congressional appropriation, others see initiatives like ArtPlace making the case for continued appropriations for the National Endowment for the Arts.

ELEMENTARY & SECONDARY EDUCATION

Connecticut needs to continue to make further progress in reducing the achievement gap and implementing the Sheff v O'Neill desegregation court agreement. Nonprofit Charter Schools will continue to be created in respective communities. These will, however, require government incentives and funding. Besides the public school systems, Capitol Region Education Council has undertaken efforts to open numerous magnet schools.

EARLY CARE & CHILDHOOD EDUCATION

Nonprofit organizations have been at the forefront in providing the state's early care & childhood education programs. Through Head Start, School Readiness, Birth to Three, Family Resource Centers, Afterschool programs, etc. nonprofits have utilized research-based practices in all aspects of early childhood – including care and education, parent involvement, curriculum and assessment, behavior and social/emotional wellness. Nonprofits have assisted communities, school districts and programs in setting and achieving goals with positive outcomes for children and families. Further local and state investment

to provide for an educated workforce for Connecticut's future begins with early childhood education. The Governor, business community and legislative policy makers acknowledge this fact. Nonprofits can and will respond to the opportunity to play a major role when resources are provided.

REDUCING POVERTY & INCOME INEQUALITY

Historically, nonprofits have been at the center of efforts to effect a reduction in poverty and narrow the disparity in wealth and income. According to the most recent census data, poverty in Connecticut continues to rise. At least 10.1 percent of residents had incomes under the Federal Poverty Level, up from 9.4 percent in 2009. Median household income also fell statewide, declining from an estimated \$68,174 in 2009 to \$64,032 in 2010. Connecticut's rising poverty, receding income, and high unemployment illustrate the need for state policymakers to develop a statewide plan to create good-paying jobs and to reinvigorate our economic engine.

United Way 2-1-1 receives over 2,000 calls each month from unemployed state residents who are typically looking for food, utility or housing assistance and more. Many of these callers are among the 53,000 state residents who have exhausted their 99 weeks of unemployment benefits. The state estimates that 540 residents lose their unemployment benefits each week.

HOUSING

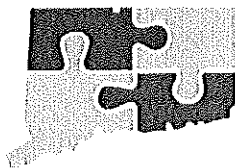
Connecticut cannot embrace an influx of employees and their families for newly created jobs if it does not have an adequate supply of affordable housing. The private housing market alone is not capable of meeting the demand. Funds have been provided through the Housing Trust Fund for the purposed of constructing and renovating affordable and supportive housing. The Department of Economic Development must concurrently proceed with planning & development of affordable housing units while it works to create new jobs in order to have available housing units in the pipeline. To meet the boom that Connecticut aspires to will require additional investment and funds for housing.

YOUTH EMPLOYMENT

There is ample opportunity for new and creative programs in youth employment. A subsidized internship program with a combination of public and private funds will provide youth with first hand work experience. An AMERICORPS type of program at the state level would be a welcome addition. Youth employment program funds dozens of jobs in the nonprofit sector around the state serving thousands of young people. The funding level for these programs should be restored to the FY 09 funding level of \$5 million.

JOB TRAINING/WORKFORCE DEVELOPMENT

- We support the initiatives of the **Coalition For a Working Connecticut**. Their proposals are included in the addendum.
- We further support the recommendations of the **Connecticut Workforce Development Council** also included in the addendum.



CONNECTICUT
ASSOCIATION
of **NONPROFITS**

*...to serve, strengthen
and support Connecticut's
nonprofit community.*

Labor Trends in Connecticut's Nonprofit Sector

The Connecticut Department of Labor (DOL) has shared data with Connecticut Association of Nonprofits showing a slight growth – less than 1% - in total nonprofit employment in Connecticut between 2009 and 2010. There was also less than 1% growth between 2009 & 2008. The Department of Labor does not distinguish between charitable (c)(3) nonprofits and other nonprofits (e.g.: (c)(4), (c)(6), etc.).

Annual Average Employment

2010	188,817
2009	187,159
2008	185,677
2007	180,654

Total Wages

2010	\$9,340,366,509
2009	\$9,089,839,099
2008	\$8,736,761,076
2007	\$8,096,155,319

Weekly Average Wage

2010	\$951
2009	\$934
2008	\$905
2007	\$862

Health Care and Social Assistance account for the largest grouping, by far, in the DOL classification. In 2010, 127,373 jobs of the total 188,817 nonprofit jobs, or 67 %, were in Health Care and Social Assistance.

The Department of Labor statistics show an increase in the categories of educational services, professional, scientific and technical services and health care & social assistance, including services for the elderly and persons with disabilities, residential mental retardation facilities, vocational rehabilitation services, home healthcare and residential mental health and substance abuse facilities.

Meanwhile, decreases were recorded in nursing care facilities; child day care services; arts, entertainment, and recreation; accommodation and food services; and "other" service sectors.

Date: January 25, 2011

To: Ron Cretaro

From: Patrick J. Flaherty, Economist, CT Department of Labor

Re: Employment in the Nonprofit Sector, Connecticut 2010

Nonprofit employment was up 1,658 in 2010 over 2009 (annual average) after rising 1,923 in 2009 and 4,473 in 2008.

The largest sector for Non-Profit employment is Health Care and Social Assistance with 67% of nonprofit employment. Educational Services is second with 21% of total nonprofit employment.

Employment within the private not for profit (PNP) Health Care and Social Assistance sector rose by 1.2% (1,497 jobs) in line with the 1.2% increase (3,022 jobs) within the private Health Care and Social Assistance sector that includes for-profit as well as non-profit employers. Within the total private sector for Health Care and Social Assistance, the largest gains were in the following 12 industries:

1. Services for the Elderly and Persons with Disabilities
2. General Medical and Surgical Hospitals
3. Offices of Physicians (except Mental Health Specialists)
4. Residential Mental Retardation Facilities
5. Offices of Dentists
6. All Other Outpatient Care Centers
7. Vocational Rehabilitation Services
8. Homes for the Elderly
9. Home Health Care Services
10. Offices of All Other Miscellaneous Health Practitioners
11. Other Individual and Family Services
12. Residential Mental Health and Substance Abuse Facilities

The largest losses were in

1. Offices of Physical, Occupational and Speech Therapists, and Audiologists
2. All Other Miscellaneous Ambulatory Health Care Services
3. Nursing Care Facilities
4. Child Day Care Services

Child Day Care Services had the largest loss, decreasing from 12,384 to 11,877.

Nonprofit employment within the Educational Services sector rose by 1.3% (502 jobs), a little slower than the 1.9% gain for the private Educational Services sector overall (including for-profit as well as non-profit private employers). Within the private Educational Services sector, the largest gains were in the following industries:

1. Colleges, Universities, and Professional Schools
2. Other Technical and Trade Schools
3. Exam Preparation and Tutoring
4. Professional and Management Development Training
5. Junior Colleges
6. Sports and Recreation Instruction
7. All Other Miscellaneous Schools and Instruction

While a few industries had losses, the losses were negligible with the exception of Educational Support Services that declined by 48 jobs.

Nonprofit employment also declined in the Information; Arts, Entertainment & Recreation; Accommodation & Food Service; and Other Services sectors. There were slight gains in Professional, Scientific & Technical Services and interestingly in Real Estate, a sector where the overall private sector contracted.

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Legislative Priorities for

Connecticut General

Assembly Special Session

The following proposed statewide legislative priorities summarized below have been developed by the Connecticut Workforce Development Council (CWDC) for consideration at the upcoming Special General Assembly Session, to meet the current employment and training needs of employers and job seekers in the current fiscal year. In the last section, two additional legislative priorities are also listed for the *Regular* General Assembly 2012 Session. More detailed information is available for all recommendations.

General Assembly Special Session Priorities

1. Increase State Support for Incumbent Worker Training

Background & Summary: Incumbent worker training resources help to meet the near-term workforce needs of employers by upgrading the skills of current employees to be able to perform new tasks and increase their productivity. With employers receiving a 50% match, these resources are an important investment in helping to retain businesses and keep them competitive and reduce job losses especially in the advanced manufacturing, health care and construction/green jobs sectors.

Request: Currently \$475,000 in state resources is dedicated to incumbent worker training. An updated investment strategy should be considered as a priority with an additional \$5.0 million statewide.

Results and Impact: It is anticipated that the incumbent worker training for the various job growth sectors will provide job training and skills development for a number of individuals in these critical business sectors. Several thousand incumbent workers could be served throughout the state, with several hundred businesses benefitting with a strengthened workforce.

2. Advanced Manufacturing & Health Care Job Training Program

Background & Summary: Connecticut Workforce Investment Boards have developed strategies to support manufacturers' needs and for individuals with advanced manufacturing skills, with similar models for the health care sector. The short-term need for additional *substantive job training* is critical to meeting the skills gaps to the present job openings in these sectors. Long-term, the initiative will implement a pipeline strategy to increase the number of trained workers in manufacturing and health care careers. Where jobs are currently available, Workforce Investment Boards will utilize advanced manufacturing employment/training strategies to ensure that individuals acquire their NIMS certification (where appropriate), stackable credentials, as well as supporting the DO IT- DREAM IT programming and the Work-Keys Career Readiness certification.

Request: Provide \$3 million statewide to implement a comprehensive advanced manufacturing and health care sector *job training program* that will address current job openings in advanced manufacturing and health care sectors.

Results and Impact: This dollar investment will put 600 Connecticut individuals back to work, paying taxes, and meeting the needs of advanced manufacturers and health care employers to grow and create new jobs. There will be a reduced dependency on public expenditures for UI and dislocated workers, thus a resulting savings to publically funded safety net programs. In addition, tax revenues will increase and the state's economy will be stimulated through increased purchases of goods and services.

3. Enhanced Services to the Long-Term Unemployed: UI Exhaustees (*"99 ers"*), Veterans, Ex-Offenders

Background & Summary: An imperative exists to invest in an immediate set of strategies that coordinate, enhance and build off of the *CTWorks One-Stop System* and existing workforce development strategies to get Connecticut residents back to work, paying taxes, and meeting the need for businesses to grow and create new jobs. The initial focus will be on the *'99er UI exhaustees.'*

Request: \$8.5 million statewide is needed in new public/private investments to support a combination of more comprehensive and enhanced critical *CTWorks* services, and strengthen delivery and coordination of services to the *long term* unemployed.

Results and Impact: This statewide investment will provide enhanced services to additional *long-term* unemployed individuals with a 70% job placement in jobs at self-sufficiency. *The overall result will be increased jobs, increased wages, stabilizing and increasing labor force participation, increased local consumption and a stabilized and growing tax base.* The goal of these actions is the re-employing of up to 1,500 UI exhaustees, veterans and ex-offenders.

4. Adult Literacy

Background & Summary: The significantly low adult literacy rates continue to cause great concern in Connecticut where businesses need adults to have higher education degrees and/or post-secondary advanced credentials. Connecticut Workforce Investment Boards are working to rebuild the system, with a major initiative that centers on a combined transition to college and integrated basic education and skills training model that incorporates such concepts as the I-BEST model.

Request: \$1.5 million statewide for an Integrated Basic Education and Skills Training (I-BEST) to align with the Jobs Funnel, Advanced Manufacturing and Health Care sectors. It is anticipated that these new funds will also further reform the present state funding allocation system to have more effective alignment of existing resources sufficient to offset the need for additional resources in future years.

Results and Impact: It is anticipated that the I-BEST program's expansion to the sectors of construction trades and advanced manufacturing will provide job training and basic skills development for a number of unemployed and underemployed individuals in these critical business sectors. This investment will get 150 Connecticut individuals back to work, paying taxes, and meeting the need of businesses to grow and create new jobs.

General Assembly Regular Session Priorities

The following legislative priorities are listed for the Regular General Assembly 2012 Session whereby it is anticipated these additional priorities, acting in concert with those priorities enacted in the Special Assembly Session, will further accelerate and support job growth in the State of Connecticut.

1. Subsidized Employment Opportunities

Background & Summary: Presently there are more than 9,000 Temporary Family Assistance (TFA) participants with families in Connecticut, whose cash benefits are time limited and these benefits will expire in less than a year for more than half. A major effective jobs strategy, *subsidized employment supports*, is not available to transition TFA participants into jobs. The *subsidized employment program* piloted two years ago with TANF Supplemental funds demonstrated strong results, where participants had very positive 'completion' rates and businesses prospered.

Request: Reinstate the TANF Supplemental Funded *Subsidized Employment Program* as a permanent TANF/JFES program of \$4 million statewide. This would provide services for unemployed TANF individuals.

Results and Impact: This \$4 million investment will put 750 TANF individuals to work, paying taxes, and meeting the needs of businesses to grow and create new jobs. It is expected that this will increase the participation rates of TANF participants increasing the options for additional TANF incentive funds. In addition, many small businesses will avoid going under and possibly hire these individuals as permanent employees.

2. State Youth Employment Program

Background & Summary: Over past few years about 7,000, 14 – 24 year olds were given work-based employment opportunities for the summer and year round. Workforce Boards were able to provide these services, primarily through Federal ARRA, and State funding – most of which has since been either eliminated or reduced. While Workforce Boards leveraged this funding with municipal and foundation support, this year we were only able to provide opportunities for around 4,000 young people, and the funding did not support the out-of-school disconnected youth population.

Request: Restore the State Youth Employment Program to \$5 million statewide (FY09 level), with options for expanding youth employment opportunities and supporting pre-July advanced funding for start-up to enable appropriate planning and implementation.

Results and Impact: Continue to build on the momentum of improving school retention and graduation rates as well as improving key career competency gains in computer literacy, basic skills, customer service aptitude and more. An **additional 1,000 youths statewide** would participate in youth employment programs, including out-of-school youths.

10/17/11

Campaign for a Working Connecticut (CWCT)

Calling for Strategic Investments in Connecticut's Workforce

Connecticut needs a strong, clear vision for addressing both the supply and demand sides of the employment equation. With his new administration, the Governor has the opportunity to announce boldly that our state will have the most highly-skilled, best-educated, most productive workforce in the country. The Governor has the opportunity and the power to focus all of the resources at his disposal—policies, investments, programs, and personnel—to achieve this goal and to fully engage CT's citizens in the economy.

Connecticut's talented, innovative people truly are our leading "natural" resource. To take advantage of these assets - and spur business growth and job creation - we must address the workforce needs of our state's employers through the effective integration of pragmatic workforce-related investments, big-picture strategies and system alignment.

With the Governor, General Assembly, state agencies and their regional and local partners working together systematically to identify, finance, re-allocate and align resources and strategies in support of job creation and workforce development, Connecticut can recover and build a stronger future.

The Campaign recommends that the Governor and legislature make the following strategic investments:

1. **Meet the needs of Connecticut employers for the talented workforce required to grow their businesses and drive state economic expansion.**
 - ***Support industry-sector and workplace-based learning strategies.*** Connecticut has numerous examples of effective industry-sector and workplace-based training initiatives, funded by public and private resources, and coordinated among workforce investment boards, community colleges, adult literacy providers, business associations and other key stakeholders. These initiatives align training with occupational demands, skill standards and certifications, particularly in health care, construction, technology, energy and manufacturing. The state should invest \$1,000,000 in this fiscal year and \$2,000,000 in the next fiscal year and aggressively pursue federal grants to expand these employer-led efforts.
 - ***Increase state support for incumbent worker training.*** Incumbent worker training resources help to meet the near-term workforce needs of employers by upgrading the skills of current employees to be able to perform new tasks and increase their productivity. Matched by participating employers, these resources are an important investment in helping to retain businesses and jobs. Currently only \$500,000 in state resources is dedicated to incumbent worker training. The Governor must make this investment strategy a priority in his job creation efforts by calling for an additional \$1,000,000 in this fiscal year and \$5,000,000 in the next fiscal year. Incumbent worker training funds should be linked to the award of nationally recognized industry credentials and career advancement opportunities whenever possible.
 - ***Build the future workforce pipeline.*** Thousands of Connecticut's youth, ages 14-24, have had opportunities for work experience combined with academic help through the state's youth employment program. As a result, school retention and graduation rates have improved for those who participate in these programs. The Governor and legislature should ensure that young people have opportunities to learn and work in Connecticut's businesses by increasing the state investment from \$3,500,000 to \$5,000,000 in this and the future fiscal years. In addition, the youth employment program must be linked to year-round career pathways activities that support students' career education and exploration.
 - ***Support the employment of long term unemployed individuals.*** The economic recession has dramatically increased the number of Connecticut workers who are experiencing long term unemployment. Expected to reach 74,000 families in Connecticut by December, short-term education and training initiatives must be created to support their re-entry into the workforce. The state should invest \$1,500,000 in this fiscal year to match these talented individuals with employers and support their ability to create their own jobs with entrepreneurial training and resources. In addition, state agencies and their partners should immediately begin

preparation for implementation of the President's American Jobs Act, in whole or part, to assist the long-term unemployed particularly in the manufacturing and construction industries.

2. **Support adults who want and need to pursue education and training to get the skills needed to increase their value to employers and improve their career advancement opportunities.**
 - ***Invest in adult literacy programs to provide more individuals with the foundation and technical skills needed by Connecticut's employers.*** Over 500,000 Connecticut residents – both with and without high school diplomas – lack the basic skills needed to secure productive employment and/or pursue higher education. Evidence suggests that contextualized learning which combines adult literacy instruction with technical training, especially leading to industry-certification, improves the skills of individuals and makes them more marketable to employers. Each Workforce Investment Board in the state has developed a plan for addressing adult literacy in their area in collaboration with their community colleges and adult education providers. The state should invest \$5,000,000 in the next fiscal year to support these regional plans. This investment will expand educational opportunities for those who are not yet prepared for college level work and need developmental education support.
 - ***Provide paid work experience to build employability of low-skilled adults.*** Offering paid work experience combined with education and training for individuals without substantial work experience can help them build skills and their resume. These individuals who might be public assistance recipients, ex-offenders, veterans, youth, etc. benefit from the chance to learn and work simultaneously, particularly through contextualized learning opportunities. The state should allocate \$1,500,000 in this fiscal year to support this goal. This program should be combined with a variety of support services including transportation assistance through the Transportation to Work program, case management through the One Stop Career Centers and childcare assistance through the Care for Kids program. Resources for these services are critical to the success of any workforce development program.
 - ***Expand state financial aid rules to support student and business needs.*** Community colleges are seeing record enrollments and high demand for financial assistance to pursue education. In addition, employers are saying that in many instances they can't find the employees with the technical skills needed for their entry and advanced positions. An additional \$1,000,000 in state financial aid should be provided to encourage enrollment in non-degree technical courses with a direct connection to targeted occupational openings in areas such as health care and manufacturing that lead to industry-recognized credentials.

Conclusion

Connecticut's leaders must invest strategically in programs that support employers and current and future workers. The Campaign for a Working CT stands ready to work with the Governor, his administration and the General Assembly in a practical way to set forth this vision and make its implementation a reality.

Campaign Mission:

The Campaign shares an aligned vision: to promote the state's economic competitiveness through the development of sustainable, effective workforce solutions to increase workers' skills and advance families to self-sufficiency. The Campaign works to accomplish this goal through a unique and diverse state-wide coalition, which includes employers, education and training providers, workforce investment boards, advocates and chambers of commerce.

For more information about the Campaign, contact Alice Pritchard at the CT Women's Education and Legal Fund 860-247-6090 or apritchard@cwealf.org.